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4 September 1987

## MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with Andy Feinstein, Majority Chief of Staff,  
Civil Service Subcommittee re: Pay Proposals.

1. I meet with Andy Feinstein, Majority Chief of Staff for the House Subcommittee on Civil Service to discuss his views on the likely outcome of several of the proposed bills introduced by Congressmen Ackerman, Wolfe Oakar seeking changes in the civil service personnel management system.

2. Feinstein thinks there is a lack of interest in the house about moving to change the personnel management system along the lines of China Lake or National Bureau of Standards. He thinks most members of congress just see these as ways to raise government pay, and moreover, he does not think the changes made are very innovative. They are not budget neutral as shown by the National Bureau of Standards who has completed its plan which suggests that there will be increased costs at NBS to implement.

3. Feinstein indicated that some of the full Post Office and Civil Service Committee members are sensitive, especially Chairman Ford, to government agencies moving out on their own. Ackerman is not one of those. For his part, Feinstein holds that "politically powerfull" agencies should not wait for OPM and Congress to act. He doesn't think it will ever happen.

I said that we had been thinking about some changes in our own personnel system and were developing a proposal which will probably replicate much of what is in several of the pending pay bills. When he asked why, I explained that we too were experiencing some to the problems other govenment agencies were around hiring and retaining the best people and that we placed significant hardships on out people. I avoided a question he asked about what our house oversight committee thought of our proposal which prompted him to say the FBI is currently seeking some changes, and he recalled that DIA and NSA had received approval last year. He said that the best way to get Post Office and Civil Service on our side is to do what NSA did, i.e., have a influential congressman talk with Ford.

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5. Baring that kind of approach, I asked what would he think about sharing the ideas we had with his committee chairman and the chairman of the Post Office and Civil Service Committee. He thought that was essential and that we should start with the latter committee's staff-- DeYulia, Lockhardt and Myers. I informed him that we had thought about that but I was concerned over the risks of a negative reaction. He thought there was a risk but it was slight. I asked him if he had any interest and could he be of any help, following up on Bruce Navaro's (Director, Congressional Relations for OPM) view that we had to have Feinstein on our side or at least neutralized. He said that he would be willing to hear what we had in mind and offer his opinions.

6. I came away from this meeting a little uncertain about whether we should try and cultivate Feinstein further. He will come out to the building and talk with some of our personnel people about legislation affecting us in the broad area of personnel. I think this is worth pursuing, and we could gently raise the pay proposal, rather than send him a copy and follow with a detailed discussion.

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